

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
JOINT CRAFTS COUNCIL**

Subject: Boot Allowance

The following provisions apply to employees Represented by Teamsters Local 117 (Appendix E and Appendix K) and Machinists and Aerospace Workers Local 289 (Appendix B):

1. The County shall identify those Department of Transportation, Department of Public Health and Department of Executive Services staff who are in positions requiring protective or substantial footwear to perform safely their essential job functions.
2. All staff who are identified shall receive an annual payment of ninety dollars (\$90) to be used to purchase the required footwear. The first payment, to reimburse employees for purchases made in 2007, shall be made in consultation with the Finance and Business Operations Division of the Department of Executive Services and shall be made as soon as practicably possible following approval of this Agreement. This payment will be made to those employees employed at the time the payment is made. For 2008 and thereafter, the payment shall be made in the second paycheck of July to employees who are employed on July 15 of that year.
3. The allowance will be subject to regular tax withholdings as may be required under federal and state law.
4. Staff will be responsible to purchase the footwear and may be subject to discipline for failing to wear this required safety equipment.

APPROVED this _____ day of _____, 2007

By _____
King County Executive

JOINT CRAFTS COUNCIL

By: _____
Gregory L. Slaughter
Co-Chairman